



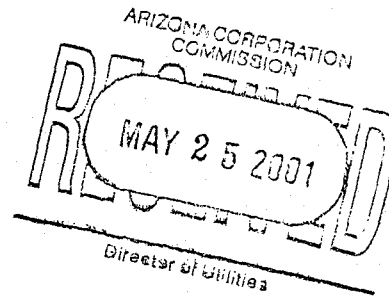
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May 21, 2001

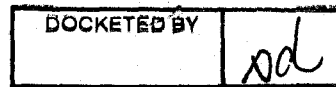
Arizona Corporation Commission
Utilities Division
1200 W. Washington
Phoenix, AZ 85007-2996
602-542-4251



Baron L. Oliver
7280 W. Charter Oak
Peoria, AZ 85381
623-487-8412

Arizona Corporation Commission
DOCKETED
JUL 05 2001

RE: Qwest Communications



Dear Sir:

RECEIVED
2001 JUL -5 A 9 19
AZ CORP COMMISSION
DOCUMENT CONTROL

This letter is being sent to your office to make you aware of what is happening at Qwest. I was employed on 12/18/72 with Mountain Bell; I have worked for the phone company until 4/02/01 when Qwest terminated me. I had 28 years 4 months of service. Qwest has been trying to get Arizona to let them offer long distance service; your office has now set guidelines and expectations for Qwest to meet.

I was a repair technician for Qwest. Since Qwest took over US West, I have always been outspoken about the way this company asked me to falsify records, especially times of getting customers in service. Qwest has allowed my supervisor to falsify my personal record. I wrote letters to the Human Resource Department of Qwest and reported these things and nothing was done. Qwest still allowed their supervisor to continue on in these matters, the company took a dim view of my asking them to stop asking me to falsify my work tickets, just so they could meet ACC requirements.

So now Qwest makes a decision to watch me more closely than any other employee on the crew. Just to let you know, I am a person with a disability. I lost my right leg, below the knee in 1983. I have had to fight for my job since losing my leg. Qwest has shown they have no respect for the laws of this state or the laws of the land. They want to make their own laws to fit their needs and it does not matter who gets hurt along the way. I have a 12-

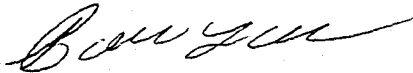
year-old son and my wife and I both have medical problems and I have no income or medical insurance.

Please find enclosed a written warning given to me by my supervisor for not meeting the 24-hour clock. Qwest wanted me to back up my time on this ticket so they would not get fined from your office and so they would meet their goal. All of this at the cost of my job. This was not the only reason Qwest stated as to why they terminated my job, but it was a factor in their decision. I am not the only one being written up for the 24-hour clock. See enclosed document from Qwest about other written warnings.

In my opinion, if Qwest is allowed to get into long distance you will see the quality of service diminish even more than it has for residential services.

If there is any help your office could lend, it would be appreciated.

Sincerely,

A handwritten signature in cursive script, appearing to read "Baron L. Oliver".

Baron L. Oliver

Written Warning

Date: 10/13/00

Participants: Baron Oliver
Richard Freeman
Bill Baizel

Subject: OOS 24 Hrs

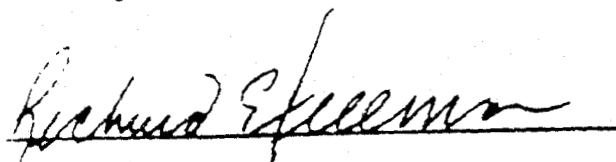
Baron Oliver is being placed on a "Written Warning" for not meeting OOS 24Hrs clock. Each job is to be completed within 24 Hrs of the time trouble was reported. This is very important to meet this time frame.

Baron explained to Baron Oliver that he missed the OOS 24Hrs clock by

Customer ph # *time*
10/04/00 623-776-9164 163 2424 0341
my employee #

Baron Oliver needs to watch and be aware of the OOS 24Hrs clock on every repair ticket on his load. If not, it could lead to disciplinary action.

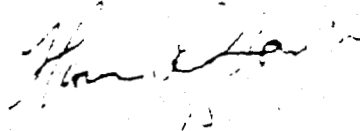
I asked Baron Oliver if he had any questions also explained to Baron Oliver that if he doesn't meet the OOS 24Hrs clock that it could lead to disciplinary action up to and including dismissal.



Richard Freeman
Installation and Maintenance Supervisor

EMPLOYEE ELECTED NOT TO SIGN

Baron Oliver
Network Technician



GAVE COPY TO EMPLOYEE
GAVE COPY TO UNION

EXHIBIT F

Record of Discussion/Discipline Assessed by Freeman since May 12, 2000

Employee	Ethnicity	Date of Birth	Known Disability Status*	Record of Discussion/Discipline	Date	Reason
1	Hispanic	01/28/1965	No	Record of Discussion	07/10/2000	Stalusing
1	Hispanic	01/28/1965	No	Record of Discussion	10/23/2000	Attendance
1	Hispanic	01/28/1965	No	Record of Discussion	11/07/2000	Attendance/Tardies
2	Caucasian	01/18/1963	No	Record of Discussion	07/10/2000	Stalusing
2	Caucasian	01/18/1963	No	Written Warning	08/03/2000	Attendance
2	Caucasian	01/18/1963	No	Written Warning	10/13/2000	Out of Service 24 Hrs.
3	Hispanic	12/14/1952	No	Written Warning	06/26/2000	Attendance
3	Hispanic	12/14/1952	No	Record of Discussion	09/11/2000	JEPsA over 30
3	Hispanic	12/14/1952	No	Record of Discussion	09/11/2000	Out of Service 24 Hrs
3	Hispanic	12/14/1952	No	Written Warning	11/07/2000	Out of Service 24 Hrs.
4	Caucasian	05/25/1961	No	Record of Discussion	07/10/2000	Stalusing
4	Caucasian	05/25/1961	No	Record of Discussion	10/05/2000	Out of Service 24 Hrs.
4	Caucasian	05/25/1961	No	Record of Discussion	10/23/2000	Attendance
5	Caucasian	07/15/1975	No	Written Warning	10/23/2000	Stalusing
6	Hispanic	05/03/1962	No	Written Warning**	09/27/2000	Safety Violation
6	Hispanic	05/03/1962	No	Written Warning	10/02/2000	Stalusing
7	Hispanic	06/16/1978	No	Record of Discussion	10/13/2000	Out of Service 24 Hrs
7	Hispanic	06/16/1978	No	Record of Discussion	05/24/2000	Leaving Work Early
7	Hispanic	06/16/1978	No	Record of Discussion	06/14/2000	Stalusing
7	Hispanic	06/16/1978	No	Written Warning	07/10/2000	Stalusing
7	Hispanic	06/16/1978	No	Written Warning	07/25/2000	Attendance
7	Hispanic	06/16/1978	No	Warning of Dismissal	09/22/2000	Stalusing/Leaving Work with work on
8	Caucasian	02/08/1958	No	Warning of Dismissal	10/25/2000	Performance - Quality
8	Caucasian	02/08/1958	No	Record of Discussion	06/15/2000	Stalusing
9	Caucasian	06/30/1959	No	Written Warning	11/07/2000	Out of Service 24 Hrs.
10	Caucasian	05/08/1964	No	Record of Discussion	09/11/2000	JEPsA over 30
Baron Oliver	Hispanic/ Native American	09/20/1953	Yes*	Record of Discussion	05/26/2000	Performance - Quality and Productivity
Baron Oliver	Hispanic/ Native American	09/20/1953	Yes*	Record of Discussion	06/16/2000	Stalusing
Baron Oliver	Hispanic/ Native American	09/20/1953	Yes*	Written Warning**	06/29/2000	Attendance

Does not reflect whether condition is considered disability under ADA
 .. Reduced to Record of Discussion through grievance process

Judge began stand on 9/30/00 used that as an
 excuse under the ADA. Quest was aware of this
 ruling when this document was printed.

EXHIBIT F
Record of Discussion/Discipline Assessed by Freeman since May 12, 2000

Baron Oliver	Hispanic/ Native American	09/20/1953	Yes*	Written Warning	07/11/2000	Stalusing
Baron Oliver	Hispanic/ Native American	09/20/1953	Yes*	Warning of Dismissal	09/06/2000	Stalusing
Baron Oliver	Hispanic/ Native American	09/20/1953	Yes*	Written Warning	10/13/2000	Out of Service 24 Hrs.
Baron Oliver	Hispanic/ Native American	09/20/1953	Yes*	Warning of Dismissal	10/30/2000	Performance - Quality

* Does not reflect whether condition is considered disability under ADA

** Reduced to Record of Discussion through grievance process

COWA

See page 2

Unit 8 Newsletter

Area Vice President-Peggy Dewey



for Peggy

April, 2001

OPENINGS

There are openings in almost every job title. To change titles you must use the E.Z. Touch system. To change locations or functions within your director's group-Construction and LNO have lateral movement plans. VDSL at this time does not. If you transfer and are job offered through staffing, the contract states that you can be held up to 30 days. If you are being given a report date that is longer than 30 days, call your steward. The lateral movement plans do not have release dates in them. Usually technicians are held for no more than 30 days.

In Casa Grande, AZ, there are openings for the network technician position in the I & M network.

CABLE START TIME

Previously cable has not been able to come in at 7am on forced overtime days. That has been changed. As a cable tech in the Vorhees organization you may volunteer to start at 7am, but you may be routed with station trouble first.

SAFETY ISSUES

Any safety concerns that you have can be turned into your stewards to be forwarded to the joint safety teams. They are meeting monthly to discuss safety issues.

VANDALISM OF OUTSIDE PLANT

Recently, there has been a large amount of vandalism at the terminals feeding from the central office. If there are any suspicious persons at the cross-box terminals, please notify the local police department and advise a manager of the situation. Per Larry Vorhees, the Phoenix Police Department (602-261-8500) is offering up to a \$10,000 reward for information leading to suspects to solve the mystery.

HARD HATS

In the near future, Qwest Communications may either replace the hard hats currently used by the technicians in the field with the new Qwest logo or decals may be issued to reduce the cost. In a study performed to test the strength of the hard hat, it has been proven that the hard hat is defective when certain elements have been applied such as...

1. Decals-when applied to a hard hat, it weakens the strength of the composite

and is vulnerable to electrical power, if and when contact is made.

2. Inspect and clean your hard hat on a daily basis. High voltage only needs a defect the size of a pin hole to penetrate the user and it will result in an explosion killing the victim with no remorse.

3. If a defect has been identified, advise Qwest management immediately, and request a new hard hat replacement. Without the protection of functional safety equipment, all work must cease until management has provided the required gear to allow completion of the work issued to be performed safely.

4. If anyone has been issued a decal to cover the US West decal, for you safety request documentation for management to ensure this is an OSHA standard.

Source is from the American National Standards Institute (ANSI).

CODING OFF

THERE HAS BEEN A BIG PUSH on coding off your work. Qwest has made no secret that they want long distance. In order to offer it our response times have got to be accurate. The time completed must be the time you completed it. We have received calls on some creative ways that managers are trying to manipulate these times.

If you are being told to code your work off any other way, please call your steward. You are responsible for accurate books and records. This includes every item of work you do. One of the biggest complaints is coding off after every ticket. You must follow the guidelines you have been given.

GOLF TOURNAMENT

The local is sponsoring its first annual golf tournament, Day of Sunshine, 2001, on May 6th, 2001. The purpose is to raise money for The Elizabeth Glaser Pediatric Aids Foundation, CWA's charity of choice. Registration forms should be on the bulletin boards or call the local (602-331-7019) to have one sent to you. COME OUT AND JOIN THE FUN!!

FUTURE YARD VISITS

April 4, 2001	6327 N. 67th Ave
April 11, 2001	220 S. Crismon
April 18, 2001	1939 W. Cactus
April 25, 2001	375 E. Commonwealth

ENTITLEMENT TIME FROM THE PREVIOUS YEAR

Any vacation time or personal days paid (PDP) from the previous year 2000, must be scheduled and used before the end of April 2001. Verifying pending entitlement time may be done through the EZ Touch System in the personal option menu. The EZ Touch System number is 1-800-879-3788, option 4, option #5 (time-off-tracking).

WE ARE STILL LOOKING FOR VOLUNTEERS IN THE YARDS TO HAND OUT

MOBILIZATION MATERIAL LIKE THIS NEWSLETTER. IF YOU ARE INTERESTED
CALL PEGGY DEWEY.

IF YOU ARE CALLED INTO AN INVESTIGATORY MEETING YOU MUST ASK FOR
UNION REPRESENTATION. IT IS NOT THE MANAGERS RESPONSIBILITY TO ASK FOR
YOU. PLEASE GET A WITNESS AND ASK FOR A STEWARD.

CC: FINE
10-16 7217 (Net)
GT 9:26 AM W. 4-01